

# Indiana Department of Workforce Development

## Strategic Skills Initiative

### Economic Growth Region 5



Mitch Daniels, Governor  
June 2006

#### About SSI

Governor Daniels' \$23 million Strategic Skills (SSI) Initiative aims to identify and alleviate job and skill shortages. The program will be carried out in Indiana's 11 economic regions, through an ongoing process of identifying future shortages, determining the cause of those shortages, and developing solutions. Ultimately SSI will create jobs and increase personal income for Hoosiers.

#### About Region 5

- Population (July 2005)  
**1,718,892**
- Labor Force (March 2006)  
**919,880**
- Unemployment (March 2006)  
**4.8%**
- Per Capita Income  
**\$35,001 in 2004**

-Source: [www.hoosierdata.in.gov](http://www.hoosierdata.in.gov)

#### Counties in Region

- Boone
- Hamilton
- Hancock
- Hendricks
- Johnson
- Madison
- Marion
- Morgan
- Shelby



INDIANA  
**WORKFORCE**  
DEVELOPMENT

#### Economic Growth Region 5

**Economic Growth Region 5** is comprised of nine counties. The SSI research & identification allocation awarded in September 2005 was \$255,375. The Solutions Allocation awarded in June 2006 for Region 5 is \$778,241. Methods used to identify shortages, root causes and develop solutions were: online workshops; secondary research; surveys; focus groups; and work sessions with employers, individuals, young people, education & training providers, economic development and workforce intermediaries.

#### Key Occupational Shortages

#### Projection 2005-2007

|   |       |
|---|-------|
| Freight, Stock or Material Movers                   | 4,260 |
| Truck Drivers, Heavy & Tractor-Trailer              | 3,640 |
| Registered Nurses                                   | 2,422 |
| Inspectors, Testers, Sorters, Samplers and Weighers | 2,279 |

#### Emerging Industries / Occupations

Industrial Production Technician  
Allied Health professionals

#### Root Causes

- Human Resources Capacity**
  - Lack of full time professionals in Human Resources and management in new or small companies
- Educational Capacity**
  - Limited number of nursing instructors results in waiting lists for nursing programs
  - Lack of qualified nursing instructors due to a minimum qualification of Masters in Nursing and low wages
- Pipeline Issues**
  - Low wages, poor industry images, limited recruitment and state and federal regulations, contribute to shortages in nursing aides, advanced production, transportation and logistics

Identified Solutions →

## Identified Solutions

1.

|   |  |
|---|--|
| Solution: <i>Allied Health Professionals</i>  | Dollars Allotted: <i>\$481,241</i>   |
| <p>Solution Description:<br/>Region 5 will develop a two-year scholarship for students to train in innovative and emerging medical fields such as polysomnography and ultrasound technicians. Training in other allied medical fields will also be offered. Eighty-nine students are expected to complete training within two years. The solution fills shortage occupations within the region and builds skills needed for emerging occupations.</p> | <p>Outcomes Proposed:</p> <ul style="list-style-type: none"> <li>• 99 Hoosiers trained</li> <li>• 89 certifications earned</li> <li>• 89 placed or promoted into shortage occupations</li> </ul> |

2.

|  |  |
|--|--|
| Solution: <i>Job Opportunities in Vital Industries</i>   | Dollars Allotted: <i>\$297,000</i>   |
| <p>Solution Description:<br/>Region 5 will offer 60 scholarships for technical training at Ivy Tech Community College. The scholarships will focus on training for careers in manufacturing, logistics and automotive industries. Upon completion of training, sixty technical certificates with a concentration in welding, machine tool or quality will be issued and 50 workers will secure employment. This solution fills key occupational and skill shortages within the region.</p> | <p>Outcomes Proposed:</p> <ul style="list-style-type: none"> <li>• 60 Hoosiers trained</li> <li>• 60 certificates earned</li> <li>• 50 placed or promoted into shortage occupations</li> </ul> |

***Solution Totals****\$778,241**159 Hoosiers trained**139 placed or promoted in shortage occupations*